

**Statistics Seminar**  
Department of Mathematical Sciences

<b>DATE:</b>	Thursday, March 9, 2017
<b>TIME:</b>	1.15p-2.15p
<b>LOCATION:</b>	WH 100E
<b>SPEAKER:</b>	Seth Spain, School of Management, Binghamton University
<b>TITLE:</b>	Gauss is not mocked: Distributions of Individual Job Performance

**Abstract**

Recent research has suggested that individual job performance in a variety of job types may be distributed according to a power law. This has led to a vigorous debate about the use of the normal distribution as a modeling default in the organizational sciences. I will examine further evidence, which shows that most heavy-tailed performance distributions are not well-described by a power law, but that many are not normally distributed either. These findings raise a number of theoretical questions about how performance distributions arise and what processes might govern them.

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